



Minutes

Waukesha County Board

Executive Committee Meeting

October 20, 2014

Chair Decker called the meeting to order at 8:33 a.m. and led the committee in the Pledge of Allegiance.

Committee Members Present

Paul Decker (Chair)

Pauline Jaske

Peter M. Wolff

James A. Heinrich

Gilbert W. Yerke

David D. Zimmermann

David W. Swan

Others Present

Chief of Staff Mark Mader

Candidate Sharon L. Leair

Candidate Ryan Bedford

Candidate Bill Mitchell

Candidate Ryan Licht

Matt Masterson of *The Freeman*

Supervisor Duane Paulson

Citizen Rodell Singert

Legislative Policy Advisor Sarah Spaeth

Candidate Timothy J. Whitmore

Candidate John Marek

Candidate Gary Mendel

Candidate Joseph McCarthy

Citizen Sandy Hahn

Supervisor Larry Nelson

Senior Financial Analyst Clara Daniels

Correspondence

A list of correspondence was distributed.

Approve Minutes of October 6, 2014

Motion: Swan moved, Zimmermann second, to approve the minutes of October 6, 2014. Motion carried 7-0.

Future Agenda Items

- Invite new state legislators to a future meeting (Yerke)

Interview Candidates for the 15th Supervisory District Vacancy

The committee interviewed the following candidates for the district 15 vacancy:

Sharon L. Leair

Bill Mitchell

Timothy J. Whitmore

Gary Mengel

Ryan Bedford

Ryan Licht

John Marek

Joseph McCarthy

Decker explained that the newly appointed supervisor would be sworn in after the county board approves the 2015 budget.

Discuss and Consider Waukesha County Board Supervisory District 15 Appointment

Committee members ranked the candidates and completed and turned in their completed ballots.

Discuss and Consider Appointment 169-A-026: Carroll M. Siefert to the Waukesha Housing Authority

Motion: Heinrich moved, Jaske second, to approve Appointment 169-A-026. Motion carried 7-0.

County Board Committee Reports by Committee Chairs for the Following 2014 Meetings:

Land Use – October 7-Jaske said the committee approved 2015 operating budgets for the register of deeds and department of parks and land use.

Human Resources – October 7- Zimmermann said the committee reviewed and approved the following 2015 department budgets: county executive, county board and county clerk. The department considered new and

revised classification specifications, reviewed the positions ordinance and had a presentation about the county's compliance with the Affordable Care Act.

Public Works – October 16-Swan said the committee approved two ordinances at this meeting.

HHS – October 9 & 10-Yerke said the committee reviewed and approved the health and human services department budget.

Waukesha County Historical Society (WCHS) Board-Yerke said the WCHS received a \$30K Les Paul grant. Nights at the Museum continue to be sold out every session. Channel 6 recently taped a three part segment on the museum for the morning news. The Waukesha County Foundation will be holding their annual meeting at the museum in November. An annual fund mailing was recently sent to constituents.

Finance – October 8-Heinrich said the committee had an overview of the 2015 budget, a presentation on the five-year financial forecast, and approved the department of administration budget and a contract procurement process.

Finance – October 14-Heinrich said the committee reviewed and tentatively approved the following 2015 department budgets: public works, federated library system, UW-Extension, emergency preparedness and sheriff.

Finance – October 15- Heinrich said the committee reviewed and tentatively approved the following 2015 department budgets: register of deeds and parks and land use.

Judiciary – October 17-Wolff said the committee approved an ordinance and toured the medical examiner's facilities.

Discuss and Consider Ordinance 169-O-064: Repeal and Recreate Section 7-96 of the County Code to Change the Benefits for the County Board Chairperson to be Identical as Other County Board Supervisors and to Set the Salary for the County Board Chairperson to be Elected at the Next Organizational Meeting

Spaeth distributed and reviewed a handout listing eleven counties, their populations, board sizes, number of constituents per supervisor, chairpersons' salaries, county board member salaries and health insurance options. Spaeth said every couple of years she surveys peer counties with county executive forms of government to learn other boards' salary and benefit packages. This survey was triggered by the recent passage of Wisconsin Act 14 which reduced the salary and benefits of the Milwaukee County Board Chair and Supervisors. Spaeth noted that Racine, Kenosha and Brown Counties have recently eliminated health insurance for supervisors. The Waukesha County Board will consider this ordinance at their annual meeting on November 12, 2014 and changes will take effect after the April 2016 elections. The ordinance changes the chairman's salary but does not indicate whether the chairman would be full or part time.

Decker said not changing the county board chair's salary may cause challenges with the 2016 election. The ordinance is good policy based on facts.

Swan said the chair's salary should be based on duties and responsibilities rather than the amount of time spent performing the job. This ordinance will bring the Waukesha County Board Chair's salary and benefits in-line with other counties. Decker said this ordinance does not change the chair's job responsibilities but the committee may want to revisit responsibilities in the future. The county board never defined whether this position was full or part time. Staff run the office which was never part of the chairman's responsibilities. Spaeth said the executive committee previously reviewed the chair's job duties and developed a written job summary.

Swan asked are office staff cross trained? Decker said he has discussed cross training with human resources staff and at office meetings. Spaeth said the office continually works at cross training.

The committee discussed the timeline for ordinance approval and implementation.

Jaske said she is concerned that the salary is being set so low that quality people will not want the job. Spaeth said that is a valid concern. The current salary is not much to attract people to a full time position. After Chair Dwyer left, many supervisors felt they could not do the chairman's job full time. The lowered wage indicated in the ordinance means that the chairman is not expected to be at the office 40 hours per week which would allow supervisors to hold other full time jobs while running the county board office. Decker said the chairman's salary needs to be lower to attract business people to the job. The current salary gives the appearance that the board is trying to attract the unemployed or retired. Supervisors have expressed concerns about whether reducing the salary will keep the board on "equal par" with the executive branch. Reducing the wage will keep the county board on "par" with the county executive while maintaining effectiveness and accountability.

In regards to the proposed wage reduction, Yerke said he is concerned the wage reduction will put the position in "no man's land" and not be enough for full or part time. He is also concerned that the reduction would ruin the balance between the branches of government making the county executive stronger and the county board weaker. A lot of the chairman's work is done in the hallways of the courthouse and could be lost when the job is handled electronically. Decker said after the ordinance is approved, the board can discuss the chair's duties and responsibilities. Spaeth said Decker calls the county board office regularly to find out what is going on. Decker said county board chair qualifications, including ability to keep in touch and understanding objective and nonobjective information, do not change because the chairman is in the building.

Jaske asked for more time to analyze the chart. Spaeth said the ordinance needs to be approved today in order to be considered by the county board on November 12. Jaske commented that she could make an amendment to the ordinance on the board floor if she is not pleased with the salary.

Heinrich said he agrees with Yerke's concerns. Heinrich said it is imperative to take this step so that the state legislature does not feel it is their responsibility to make the decision for us. Decker agreed this ordinance makes changes before the state legislature makes them for us. State legislators have commended Waukesha County for taking this step. Heinrich recommended approval of the ordinance.

In response to Yerke's question, Spaeth enumerated the benefits package being eliminated.

Motion: Wolff moved, Heinrich second, to approve Ordinance 169-O-064. Motion carried 7-0.

Motion: Swan moved, Zimmermann second, to adjourn the meeting at 11:48 a.m. Motion carried 7-0.

Respectfully submitted,

Peter Wolff
Committee Secretary